



The Guardian

VOLUME 39, Issue 7

July 2008

The Guild

By Officer Mike Severance, SPOG Secretary/Treasurer

I hear a lot of comments from members saying the Guild should do this or the Guild should do that. Often, members want the Guild to do something, which it cannot do. So I thought I would try to give a brief explanation of what the Guild is and what it does.

SPOG was formed in 1952. You might be surprised to know that the first written SPOG labor contract was in 1968.

In simplest terms, the Guild is a labor union. SPOG represents all sworn members having the rank of officer or sergeant. On behalf of those members, the Guild negotiates labor contracts between them and the City of Seattle. The Guild represents members at compelled interviews in order to protect their rights. The Guild also ensures that member's rights are protected when the Chief of Police imposes discipline. The Guild provides many benefits to members, a few being a life insurance policy, the Legal Defense Fund, the Civil Service Appeal Fund, the Help the Officer Fund, the Ken Saucier Scholarship Fund, and the Youth Athletic Fund. Also, since we live in a world run by politicians, the Guild has become a politically active entity with its own PAC. The Guild also protects members when conflicts arise over body of work issues. The Guild can also demand that the City negotiate certain issues, like discipline, safety, job security, and compensation. As a side note on the issue of safety, WISHA, which is administered by L&I, has a very lengthy section of Fire Fighter Safety Standards. You would think there would be a similar section of Law Enforcement Officer Safety Standards. There isn't, and I find that very interesting.

When members labor contracts are violated, there is a very specific grievance procedure, which must be followed in order to enforce the provisions of the contract. The Grievance Procedure can be found in Appendix A of the contract, and it contains very specific time restrictions. I cannot over-emphasize how important time lines are. Generally, if a member

believes their contract has been violated, it is the member who must initiate Step 1 of the grievance procedure. The Guild cannot initiate it for you. If the member does not initiate Step 1 of the grievance procedure within the specified time lines contained in the contract, nothing happens...it's over. Members often think they have a contract grievance, but unless they can show specific language in the contract which was violated, there is no grievance.

If a Step 1 grievance is not resolved within the specified time lines, the member sends the grievance to the Guild and it moves to a Step 2. The grievance is examined to determine if it is a legitimate violation of the contract. If it is, the Guild puts the grievance into writing and sends it to the Chief of Police. If the Step 2 is not resolved, the grievance goes to Step 3 and the Guild sends the grievance to the City Director of Labor Relations. Very often Step 2 and Step 3 grievances are resolved when the Guild Executive Board has its bi-monthly JLMC meetings with the Command Staff and city labor officials.

If a Step 3 grievance is not resolved, the grievance is given to the Guild's Grievance Committee. The committee will make a recommendation to the Guild Board of Directors as to whether or not the grievance should proceed to Step 4. If the Board of Directors votes to send the grievance to Step 4, an arbitrator is selected and a hearing date is set. Step 4 grievances are sometimes resolved before the hearing date. If a hearing is held, the arbitrator's decision is final and binding.

Members have rights known as Garrity, Weingarten, and Loudermill rights. You are all familiar with Garrity. If you are compelled to give an involuntary statement, nothing in that statement can be used against you in a criminal prosecution. We all know that we can be disciplined and possibly terminated for refusing to obey an order of a superior officer. So even if a superior officer were to say that he/she is ordering you to give a statement but is not giving you Garrity, you

have been given Garrity. In court cases involving Garrity issues, the most important thing that courts look at is the state of mind of the officer. Did the officer believe that he/she could be disciplined or terminated for refusing to give an involuntary statement when ordered to do so?

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Remembering Our Fallen Heroes



Enoch E. Breece EOW: 07-03-1902

Henry L. Harris EOW: 07-04-1911

John F Weedon EOW: 07-24-1916

Robert R. Wiley EOW: 07-30-1916

Amos J. Coomer EOW: 07-25-1924

Harry W. Vosper EOW: 07-21-1949

James C. Brizendine EOW: 07-21-1955

Gone But Not Forgotten

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President's Message

By Sergeant Rich O'Neill, SPOG President



Summer is officially here, negotiations are over, and so I have been digging through my in-box for all the issues that were pushed to the back burner during the contract ordeal. I'd like to thank everyone who took the time to vote on the SPOG budget election. As many of you have noticed we have increased quite a few member benefits while keeping our dues as one of the lowest for police labor unions.

One of the benefits that you authorized was setting aside funds to support members who choose to go through the Public Safety Civil Service Commission to appeal their discipline. The standing rules for that fund are still being approved, but a member will be able to be reimbursed up to a certain limit, for attorney fees. This is a first for this organization. In the past, if a member chose civil service for their appeal, they were on their own. It never seemed right to me that a member had to spend his or her own money to challenge discipline. Now I appreciate that most members will never need this service, but it is kind of like insurance. It is good to know that it is there if you ever need it!

Unfortunately, I see the days coming when more and more discipline decisions will have to be appealed. All of the sensational journalism in the local tabloids is creating a situation where few, if any, OPA cases will be overturned at the Loudermill hearing. They have succeeded in creating the illusion that all decisions that come out of the OPA office are somehow "infallible" and anyone who overturns them is "too soft on cops." I see every complaint form. I see every sustained case file. Some of the cases simply amaze me, as does some of the discipline imposed. Many officers are starting to question why they should attend a Loudermill hearing to point out all the flaws in a discipline decision and then have to do the same thing at a formal appeal proceeding. The answer is that you have no obligation to attend a Loudermill. An officer can choose to accept the finding and just move into the appeal process. Some have commented that pointing out the flaws at the Loudermill is like "tipping your hand in a card game." I'm not sure I like that comparison because this is not a game! These decisions affect careers and families. The decisions shouldn't be based on what the Times or P-I is going to think or write. (Last I looked, fewer and fewer people are buying newspapers.) Decisions also shouldn't be based on the fact that a force video appeared on YouTube and generated negative comments. Officers deserve to have discipline decisions based solely on a fair and balanced analysis after a fair and thorough investigation. Nothing more and nothing less! Some of these decisions are hard and need to be made without sticking a wet finger in the air to check which way the political wind is blowing! Officers have to make hard decisions every day and most times in a split second. They don't have the luxury of months to analyze a situation. Allowing the Civil Service Commission or the Discipline Review Board to correct the disciplinary decision mistakes is a waste of time and taxpayer's money. Thanks to your vote, SPOG will now stand with the officers to see that justice is done.

I also want to comment on another new addition to the SPOG budget and that was an allocation for a SPOG vehicle. Although the negative comments were in the single digits, I feel the need to enlighten those misguided few. Imagine if the department told you that you had to attend a meeting in the North Precinct, and then you had to drive downtown for an OPA interview and before your day is complete to do the mail run. Oh and by the way, use your own vehicle and your own gas! That is exactly what the SPOG staff and I have been doing and I'd like some of the "conspiracy theorists" to tell me how that is right.

This month also marks the retirement of Sergeant Roger Dixon. Not only is the department losing one of its best supervisors, SPOG is also losing a valuable leader. I served alongside Roger in the North Precinct and I always admired how he made decisions. He didn't need to run to a manual or check to see who was looking over his shoulder. Roger is old school and he used common sense. I never saw him rattled, nervous, or unsure what to do. It didn't matter if he was in the middle of a barricaded suspect call or on the front lines of

WTO. Roger was cool under pressure. He also made coming to work "fun." I often shared roll calls with him and he'd often tell me that he likes to send the officers out on the street with a laugh because there was so much negative out there. Yes, his roll calls were legendary. So when I was elected president and needed to appoint a vice-president, to fill a vacancy, it really was a no-brainer for me. Roger had served on the SPOG Board in the mid 90's and I was so glad he accepted my invitation to jump back on board. He carried his same easy-going attitude into guild proceedings and he made the two-year contract negotiation ordeal "almost enjoyable." I won't soon forget Roger sending text messages to those on the city side of the table to lighten up the moment or yawning when some were getting all angry and red in the face, trying to be intimidating with a tough guy act. I've received many compliments about the direction of the guild, but I have to say I've relied on Roger's wisdom and common sense for many decisions. Roger has dedicated over 30 years to the police profession and he will enjoy a relaxing retirement in Maui. I only wish the department would bring him back once in while to teach those who aspire to be a supervisor what it means to be a real leader!

With Roger leaving, I again was faced with some vacancies to fill. I nominated and the board ratified, Sergeant Ty Elster for Vice-President. Ty has worked tirelessly on the negotiation team and also dedicated many hours to our political action efforts. He has a very similar approach to Roger, so I know he will be very enjoyable to work with. The board also ratified my decision for Harbor Officer Ryan Bailey to take Ty's vacated spot on the board. Ty and Ryan will be great assets to the board and they will serve the remaining time left on their respective positions.

As you can tell by now, *The Guardian* has expanded in size. I encourage all members to submit an article, picture or cartoon for publication. Let our editor, Ron Smith know if you have any ideas for a new feature. All of us are "the Guild" and this is your paper!

I'd like to close this month by asking all of you to keep Officer Adam Thorp and his family in your thoughts and prayers following the tragic loss of his young, 5 year old son, Christopher. The family put together the most beautiful memorial ceremony. It concluded with a recorded "good-night" voice mail message from Christopher to his daddy who was working third watch. It reminded everyone to never take time for granted. Try and be there for the important things and attend those family events, because many of them only happen once. Keep things in perspective and always stay safe!



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The Guild

Continued from Page 1

You all know that you have a right to a Guild representative at an OPA/IIS interview. You have that right because of the Weingarten case. **But that right is not triggered unless the officer asks for a representative.** The Weingarten case is interesting because it was a United States Supreme Court case decided under the National Labor Relations Act. A labor organization could waive Weingarten rights through the collective bargaining process. I think I can safely say that SPOG would never do that, and your right to a representative is clearly stated in the Police Officers' Bill of Rights.

If you get a sustained OPA/IIS complaint, and the Chief proposes a suspension, disciplinary transfer, demotion, or termination, you have a right to a Loudermill hearing with the Chief before he imposes final discipline. This is a chance to tell your side of the story. A member can do that in person or in writing. A member does not have to exercise their Loudermill rights. For instance, suppose a member has a sustained complaint and the Chief has proposed a suspension. The member is entitled to a copy of the OPA/IIS file containing the evidence used to sustain the complaint. The member might discover that the investigation was faulty and incomplete and lacks critical evidence, which would exonerate him/her. Or the member might discover that the file does not contain a preponderance of evidence to even sustain the complaint. If the member thinks that a meeting with the Chief would be a waste of time because they believe the Chief is never going to over-rule a recommendation from the civilian OPA Director, the member can elect to waive their Loudermill rights, accept the discipline, and appeal it. The lack of evidence in the file and /or new evidence can be presented at the appeal. A victory on appeal makes

nobody look bad except the OPA Director and the Chief. However, I do believe that most, if not all, Civil Service decisions in favor of members will be appealed to Superior Court by the Department...just because they can, and because they have all the taxpayer money they need to do it.

The above doesn't cover everything the Guild does, but it does cover the issues, which occupy most of your SPOG elected officials' time.

Will Aitchison of Aitchison & Vick, the law firm that represents SPOG, has written a book, *The Rights of Law Enforcement Officers*. It's almost 500 pages long, but well worth the reading. It can be purchased at LRIS.com. I don't normally endorse products, but this is a good one.

Roger Dixon has retired and moved on to the easy life in Hawaii. Roger will be missed by all, and, personally, I will miss his constant harassment of the elderly, namely me. I'll see him in October when I am over there challenging Maui's golf courses. Because he knew he was retiring on July 1st, Roger was able to miss the joys of SPIDER training.

I'm sure you all read the Department's printed and glowing status report on Neighborhood Policing. It was posted in most precincts. Response times have **improved**, and cross-district dispatching is down slightly. As for a reduction in cross-district dispatching, NPP gave the taxpayers 15 fewer patrol districts. That translates into a minimum of 60 lines on a map that can no longer be crossed. How could there not be a major reduction in cross-district dispatching? Those of us who have to work and survive under this masterpiece of planning know the truth, and there is no need to print it here

again. It's a disaster because it was implemented too soon, and, in some respects, it would be a disaster no matter when it was implemented. City Hall bought off on this plan, and a lot of political capital has been wagered on its success. What's left of the professional reputations of many high ranking members of SPD has also been wagered on its success. That means that you will never see an official status report on NPP, which is not positive in nature even if the numbers have to be fudged to accomplish that. I'm sure that most of us periodically do a resource status check during our shifts to see how many units are clear and available just in case the unthinkable happens. Doing this check is usually a scary and discouraging experience. One thing I have learned over the last four decades is that any Plan will work if you have enough boots on the ground. We don't. And I hope there is no credence to the rumor that some people think they can implement the 10 hour shifts with a number of officers smaller than the number given to SPOG during contract negotiations. The citizens of Seattle cannot afford another disaster. They have been deceived and short changed too much already.

The number of pages in our Manual is growing at an unbelievable rate. A couple of months ago I wrote about our 1147 page Manual. It has now cracked the 1200 page barrier. I wish our staffing were increasing that quickly. Unfortunately, officers leave the department, but pages never seem to leave the Manual. And did you know there are two SPD Manuals. If you look at a Manual via a precinct computer, you will be looking at the 1200+-page version. But the public also has access to our Manual via the City's web site. The Manual they get to see is slightly over 600 pages.

As of the June Personnel Order, the net staffing change for 2008 is +24. But the net staffing change since January 2006 is +21. That is +21 over the last 30 months.

Be safe out there.



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Six Months of NPP- A Calculated Bet

By Officer Nick Bowns, North Precinct

Is NPP (Neighborhood Policing Plan) playing out? What are we seeing as the unintended consequences? Why?

Let's define NPP as the plan begun January 9, 2008. Its primary objectives were; quicker call response times, beat integrity, and more on view time. Let's define Patrol Deployment Plan (PDP) as the contracted objective plan to implement five shifts, 10 hour work days, with a 3-3, 4-3 shift schedule. Management is the audience of this article. By the way, I like PDP. July 9, 2008 is the six-month anniversary of NPP. Is it working?

We have to consciously separate this analysis by date, January 9 to May 9 (winter/spring) and May 9 to, let's say, October 9 (summer). Patrol officers just don't take as much time off in the winter as in the summer. Fewer available officers will affect results, and that's scary. My observations are based upon experience, not NPP monthly management reports. This is offered with that in mind to hopefully prevent some "clever statistical misrepresentation" of how things appear as opposed to how things are.

I can opine (Bill O'Reilly) that this Department has never undergone the degree of change experienced in the last year. That has impacted everything, for better or worse.

We must do some arithmetic.
Minimum NPP staffing requires nine

man squads (that's 17 sectors, 3 beats per sector, 3 court codes). That results in 459 minimum patrol officers to put two officers per beat per shift per day. Currently we have about 460 working patrol officers. (CPT, ACT, and emphasis units significantly help Patrol but don't answer 911 calls. Bike and Walking Beat officers significantly help Patrol but don't occupy beats.) So, it's difficult to count numbers and judge their impact. I get it. The number 459 (because courts codes overlap) puts two officers per beat, 24 hours a day, with weekends off (9 officers x 17 sectors x 3 shifts = 459; minimum staffing level).

Unfortunately there are real, significant, issues that impact this staffing level: Officers get furlough days, vacation time, and holiday off time. Let's say 36 days per year per officer. This is with nobody taking a sick day or comp day. For every month of four weeks, that's one day off per week per officer for three out of each four weeks (officers not in beats). Then there are the precinct clerk, wagon driver, training days (available officers not in beats), mountain bike and walking beat officers (available officers not in beats).

In car camera time, pre-SPIDER report writing time, SPIDER report writing time, evidence processing time, King County Jail electronic booking time, and updated procedures and tactics manual review processing

time. All necessary, all in place, all required, and all eating patrol time on the street (available officers not in beats).

Structurally, squads are confused as to who's who, who works when, and who's my sergeant, on what day. Sector boundaries are not clean, resulting in extended and weird sectors and travel times. Dispatching policies are very computer driven, resulting in the "one" car always up for the next call as primary, again. Calls across the street are going unanswered, by districting. Even priority two calls are holding, regardless of precinct resources.

On a good night, squads of six officers minimum, have four officers. On a bad day there are only two. If you're first watch, I don't want to even think about it. The reality is, if two beat cars take a call and get tied up on paper, one car in the sector is left. That car is not taking two man calls and not doing on-view work. No one man sector car will take a "check and advise". The best thing for that one man car to do is lay low, until some back up returns to the street. Officers on paper are of course taking longer to navigate the new systems. Dispatch is not "cross-dispatching," an NPP no-no. So the result is less on view work, more holding priority calls, exceptionally long low priority holding calls, a less safe environment, and far less dispatch flexibility. Beat integrity might be saved, but that's also a myth

as available officers are normally put where needed, not in an assigned beat. I'd say, of the three big objectives, three up, three down, or (as we think) three strikes, you're out

It will probably take 12 assigned, real working patrol officers per squad to effectively accomplish NPP, above bikes and walking beats. That allows for three officers off for scheduled furlough, three officers off for vacation, holiday and furlough days, and six, working the beats. That's to be safe. This means, we need 152 more officers, right now, or 612 patrol officers, above bike and walking beat officers. Now, consider needing two more 24-hour shifts for PDP (it's not 12 per squad, but it is more than 612+). One thing I know for sure, the number 105, I keep hearing bantered about, is a meaningless number. These are my perceptions of NPP, after six months.

Bottom line: We are making it work, and that's not a good way to run a railroad. Organizations have to play with the hand they've been dealt. Wanting something to succeed (which is good), making something succeed (which is bad), and succeeding (which is reality), are three different things. Right now, we're loosing with the hand we've been dealt. Knowing when to fold the hand is poker. Bluffing is gambling. Casinos always win and the people mostly lose. Let's not double down.

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Doesn't Everyone Deserve a Raise?

By Detective Nathan Janes, Homicide

Not everyone is guaranteed a raise under our new contract. One person, in fact, has not had a raise in years. Really. His pay has NOT CHANGED for six years. What makes this worse is this person's health benefit costs have gone up more than the rest of ours, as he pays the total cost himself, including steep yearly increases, whereas you and I do not. And, to top it off, his employer has even stopped paying into his retirement system. I, for one, think we should not allow this to continue. I say that now that we've got a new contract with a nice pay increase, we get this lone ranger a pay raise, too. I say we put some pressure on his employer and make them fork out some dough for this poor guy.

How can you make a difference? You can make his employer increase his wages. In fact, you can increase his salary today. Why? Because you pay his salary; you are his employer.

Who am I talking about? I'm talking about our friend and confidant, Chaplain John Oas.

In case you don't know, the City does not pay Chaplain John. He gets no salary from SPD. We, the employees and retirees of the Seattle Police Department, pay his salary in full. Out of this salary John pays for his health benefits.

We, the Chaplaincy Board, manage the funds. We used to be able to give John cost of living increases, and put money into a retirement account for him. Several years ago, we were forced to stop giving cost of living increases and retirement contributions. Not only have donations not kept pace with inflation, they have actually decreased over the years; significantly decreased.

Many people donate regularly to pay for John's salary. A few people donate quite a bit of money every month to see that his needs are taken care of. I truly thank everyone that donates. You are making a difference! But donations have not kept pace with inflation. A five or ten dollar donation a month doesn't buy what it did ten or twenty years ago. In addition, we have missed getting new recruits to donate. For reasons we don't need to address in this article, for over a decade new recruits have not been asked to donate to the Chaplains Association. Unfortunately, the overall decrease in donations is forcing some difficult decisions on the Chaplaincy Board.

Here's the bottom line. If donations do not increase substantially, the Chaplaincy Board will have to give John a pay CUT. That's right. We're using up what little surplus we had to keep paying John his present, six-year-old salary. Without your help we will not only be kept from giving John a raise, but we will have to CUT his salary.

We need everyone to pitch in and donate so we can give John a raise and start paying into his retirement account again. I am asking, no, begging you to donate a minimum of twenty dollars a month to the Chaplains Association. After all, in the greater scheme of things, what's twenty dollars? Twenty dollars is just a few trips to Starbucks, and you get a lot more than just coffee from Chaplain John.

Why should you donate? Just ask those around you, those who know John and have had the benefit of John's help and guidance. In addition to officiating weddings and funerals,

and being a good listener, John has years of training and expertise in critical incident stress management. In short, John can help us all handle the stress that comes from being a cop.

Chaplain John can help us deal properly with the highly stressful calls we all handle from year to year, let alone with those rare but bad incidents, such as being involved in a shooting or going to a SIDs death. He can help put into perspective the accumulated stress that comes from the administration. He can even help with stress coming from our personal lives. Some might ask, "Why should this matter to me? The Department will pay if I want to see a mental health therapist, right? Why should I talk to the Chaplain?" I can answer that question with one word.

Confidentiality.

You get complete, unequivocal, total confidentiality with Chaplain John Oas. NO ONE can force John to reveal anything you talk about with him. No one! Not the City or the Department, not the lawyers and not even the courts. Mental health therapists, psychologists and psychiatrists can all be legally forced to give up their records and even testify about your confidential sessions with them. Think I'm exaggerating? Just ask those officers whose confidential therapy sessions were used against them in court or were quoted in the papers. Even you and I can be forced to testify about what our coworkers have told us. But with Chaplain John, whatever you discuss is sacrosanct; safe.

Separation of church and state has been abused and flipped on its head in

recent years. Yet the original and still main reason for this doctrine is so the government cannot meddle in the affairs of religion. This is the main reason why the Chaplaincy Board and John himself have no desire for the City to pay any portion of John's salary. We want to maintain a clear separation. We want John to maintain his autonomy from our government for our benefit; yours and mine.

So, how can you start or increase your donations? Just fill out the form and send it to me, Detective Nathan Janes, in the Homicide Unit. (I'm the treasurer of the Chaplain's Association.) For just twenty dollars a month, ten dollars a paycheck, you can help Chaplain John Oas weather the increasingly high prices of health benefits, let alone gasoline, and even help him get into a position where he could actually ...eventually ...someday...retire. And, your donation is tax deductible. For retirees, just send me an email and I can give you the information about how to donate from any bank account to the Chaplains Association.

If you have any questions about donating or about the Chaplains Association, please call me or send me an email.
(Nathan.Janes@seattle.gov) I'm happy to answer any questions.

I want to extend a big THANK YOU to all of you who have faithfully donated throughout the years, to those who have started and to everyone who will start to give just a little bit more. With all of us working together, we can forestall a pay cut, give John a much earned raise and hopefully start contributing to his retirement account again.

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Department: POLICE Unit _____ Date _____

TO: The City Comptroller and Officers of the Seattle Police Department

This form authorizes you to deduct the following amount of money for the Seattle Police Chaplains Association.

\$ _____ on the first pay period of the month
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\$ _____ per month beginning the month of _____
(date)

This sum reflects my voluntary contribution to this non-profit association per Department of the Internal Revenue Service ID #91-1275776.)

Date: _____ Employee Signature _____

Return this form to: Det. Nathan Janes, Homicide Unit

Letter to the Editor

Dear Editor,

Why would you put your money into a bank to be safe and earn interest and never intend to use it for any reason, not even for your heirs? You may as well burn it because it is abandoned upon your death and will not be available for your family.

Let’s imagine for a minute that you do benefit from the interest on that money in the bank, but only at one or two percent interest, with the bulk of the accumulated interest locked up and not available to you or your heirs. Imagine going to your bank manager and saying, “You are holding my interest money in trust and I want to draw ten percent more of it each month for my family.” Then the manager says, “No, I decide how much you can have; you get two percent now and that is enough!” You are thinking, but this is my money, yet I know the manager has trust rules but nothing says I can’t have my money, and I want to draw more for my family before I die and it all goes away!

My money and your money are in a trust fund called LEOFF1. Many years ago someone stole over a million dollars of our trust money and it has never been recovered. A few years ago an Olympia conspiracy was hatched to steal much more from our LEOFF1 trust fund, and you can bet the conspiracy continues.

Why would you intentionally leave money in a bank never intending to make use of it knowing that when you die, I t will all be lost? Not only that, but you now others are trying to find some way to rob the bank! Why would anyone do that? Why are we going to leave our accumulated earned interest to the state when we die? I need a small part of that money while I am still here to help my family. I want to draw ten percent more from the interest starting now, and I expect my trust fund manager to comply! It’s my money! I also want it documented now that when the last LEOFF1 member dies, all remaining money transfers to the LEOFF II trust fund. Doesn’t trust fund mean safeguarded for your use?

I urge all LEOFF1 and LEOFF II members to promote this idea soon or we all lose. Don’t tell me no or “it will never happen,” or “ten percent is too much” or “we have never done this before.” It’s our money!

Dave Malland
SPD Retired #2553

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Wednesday, July 30th

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Vice President’s Message

By Sergeant Ty Elster, SPOG Vice President

On July 1st, 2008 SPOG vice president, Roger Dixon served his last day as an active duty Seattle Police Officer as he entered retirement. Roger served our membership well in a number of rolls, but will be remembered most for two things: First, his perpetual suntan. And second, the trademark pipe casually attached to the side of his mouth. Of course, if he didn’t somehow manage to maintain his tan all winter long those outrageous Hawaiian shirts and Bermuda shorts would have looked very odd. But then, who are I kidding, Hawaiian shirts and shorts look odd on anybody during a rainy January in Seattle.

Although, perhaps therein lies the secret to Roger’s success. He blazed his own trail and did it with style, dedication and class. I’m sure his outstanding service as SPOG VP, Honor Guard commanding officer and patrol sergeant will be legacies that will last for decades to come.

Having worked in a number of assignments with Roger over the years, I have a curious perspective on his career as a squad mate, subordinate, carpool buddy, partner and friend. From this vantage point I know when I’m in for a good ribbing, when I should be taking mental notes, when to stand back and watch Mr. Smooth perform his magic and most importantly, to never sneak up on him when he is off-duty pumping gas. Not unless you want a good working over with a nightstick.

Anyway, I consider Roger to be a great friend and look forward to visiting Roger and Mary in their newly remodeled home on the sunny island of Maui, Hawaii. I know I speak for everyone when I say,

“Thank you, Roger for the many years of service. You have been there for your fellow officers and their families and have positively influenced the direction of more lives than you will ever know.”

With Roger’s retirement announcement in May, the SPOG Board of Directors set about the process to appoint a successor to the vacated office of vice president. I, along with fellow board member, Detective Ron Smith, expressed interest in filling the vacancy. It was then decided that the two candidates would make a presentation to the entire board on June 3rd, who would then vote on a recommendation to Guild president Rich O’Neill. It would then be Rich’s responsibility to make the actual appointment to fill the vacancy. After considering both presentations, the board voted and recommended that I be appointed to fill Roger’s vacated board position. Consequently, on July 1st, 2008 I was sworn in as SPOG vice president. It will now be my responsibility to fulfill the duties of the office of vice president for the remainder of Roger’s term.

I would like to thank SPOG president Rich O’Neill for the professional and neutral way in which he managed this process. It was well within his power to merely appoint a successor to fill Roger’s vacancy, but Rich chose to take a higher road and sought direction from the entire board as to whom they wanted as the new vice president. After receiving their direction, it was a simple matter to make the appointment and have it ratified by the same board of directors.

I would also like to thank Ron Smith for the challenge he posed in running for the office. Ron has been a strong

advocate for our membership and has dedicated many years to the publishing of *The Guardian* newspaper. Plus, Ron is an active, committed member of the SPOG Board of Directors. His outspoken style is often the voice of our membership and will be something on which I will rely.

And speaking of *The Guardian*, I would like to reflect on Rich O’Neill’s column in last month’s edition in which he spoke about the health of our organization. Rich spoke about using the participation in the contract voting process as a measure of SPOG’s health. I would like to add, that another barometer for measuring our health was displayed in the interest shown in running for vice president.

Additionally, we had four SPOG members who competed for vacated board position #8. In years past the question was, “Who are we gonna talk into taking the job?” Whereas today we have people fighting for vacated board seats. Remember, this is absolutely amazing as it wasn’t too many years ago that we went with unfilled board positions for lack of interest. Again, we are

strong as an organization and we are on the right path with an active and engaged membership. And don’t forget, your involvement in how your Guild works is inspiring when your SPOG board members are representing your interests, especially as we will soon begin gearing up for bargaining our next contract.

Having been deeply involved in the political action process and working on the last contract negotiations team, I can assure you that I will remain dedicated to furthering the goals of both of these processes. I will also make it my duty to maintain the high level of standards, trust and integrity that have been established by President Rich O’Neill, former Vice President Roger Dixon and current Secretary/Treasurer Mike Severance. Their leadership has been inspirational, as they have taken SPOG to new levels of professionalism and responsibility. My hat is off to each of them.

I look forward to serving the SPOG membership in my new position and welcome the challenges this will bring. Stay safe and stay involved.

Help Wanted

Officers of all ranks, spouses, significant others, grown children, retired officers and their significant others, family members, or anyone interested in the well being of SPD officers and their families. The Seattle Police Support Group is currently compiling a list of interested parties willing to jump in and help out when a fellow officer is in need. No experience or meeting attendance necessary, just a cheerful attitude and a willingness to help. Please send your contact information to **SPDFSG@yahoo.com**



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Chaplain's Corner

By Chaplain John Oas

July is the month of our nation's independence. We forget that in 1776 it took months for news to travel any distance. When the Declaration was first written some did not find out until the beginnings of that Fall in 1776.

James Heintze of American University in Washington DC has collected a "Fourth of July Celebrations Database" - now stored in The National Archives. You can access this by Googling "The Fourth of July."

The first celebration took place in Massachusetts in 1781. Boston was the first municipality to officially designate July Fourth as a holiday in 1783. Alexander Martin of North Carolina was the first governor to issue a state order in 1783 for celebrating the independence of the country on the Fourth of July. In 1870 the first federal legislation was passed giving federal employees a "day off" from work, but without pay.

There is much more in this article that I will simply say is worth reading. Now what does this have

to do with my goal of inspiration for my *Guardian* article? Simply this: none of lives unto our own. We are the product, in some way or another, of those who've gone before us.

Whether you are 'aged' on this department (as in my 34 years) or fairly new coming aboard in past few years, we are representative of the many who have gone before us. Those whose careers have left their mark in the history of The Seattle Police Department and the City of Seattle.

My admonition then is this...may each of us write a page of history by our life, values, principles, and behavior that leaves a clear impression of what we believe is important. By being genuine in our lifestyle we will contribute the enrichment of those coming after us. "Paying it forward" was the phrase used some time ago. You are already doing this, for which I am proud; keep up your faithful efforts!

May His very best be yours!



Happy Anniversary



The *Guardian* Staff is pleased to announce the milestones achieved by the following SPOG members during the month of July!

25 years of Service

Detective Sergeant Ron Murray, DV
Sergeant Leanne Shirey, East Precinct
Detective Dan Dudik, CIS
Officer Ken Ashurst, Motors

20 years of Service

Detective Tony Eng, FFFE
Detective Nathan Janes, Homicide
Detective Donna Lopez, Audit & Accreditation

10 years of Service

Officer Kirk Waldorf, K9
Officer Joel Williams, SPOC

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The Media’s Conflicting Signals About Police Priorities

By Howard Monta, SPD Retired

The following column was submitted to the *Seattle Post-Intelligencer* back in February, but they did not publish it. Could it be that the newspaper would avoid publishing commentary, which does not agree with their philosophy?

Having put my heart into the law enforcement profession for 29 years, I can clearly understand how the mixed signals police officers receive from the media on a regular basis could cause one to question what the expectations for police services really are. Day after day, news articles and opinion columns criticize and second-guess the actions of police. Much of the debate in the media has dealt with the process of investigating charges of misconduct. It is amazing how much of the criticism and suggestions for changing the system comes from politicians and activists who have little or no knowledge of what it is like to be a cop on the street. Cops are criticized if a criminal is injured in the arrest process, and they are criticized if a dangerous criminal is able to elude capture. Should they aggressively pursue and capture a criminal even though there is nearly a 100% chance that some level of physical force will be required at the arrest scene? Even if physical contact is minimal, there is the likelihood that a bitter detainee or witness will exaggerate or downright lie to the media and police internal investigators just to satisfy their hatred.

Lately, far too much attention is focused on complaint statistics, and how current numbers compare to those of other years. Another aspect commonly focused upon is the small percentage of complaints that are found to be valid. What the public is never told is the various sources of complaints (some of which are very dubious), and the nature of the complaints (some of which are false or very frivolous). When news

articles identify certain officers having more complaints than the average, there is never mention of three factors that could cause one officer to accumulate more complaints than other officers. One factor could be that the accused officer has a personality defect, or he/she is suffering job burnout. The second could be the lack of proper training and/or supervision. Obviously, these two issues can be catalysts for legitimate complaints. The third factor, and one that police critics never acknowledge, is the reality that officers whose performance level is two or three times that of the average cop, will generate a higher percentage of complaints.

There is always the cry that internal police investigations tend to favor the officers because of the small percentage of complaints that are found to have merit. Before accepting that analysis, one should consider the following list of sources and factors that motivate complaints against officers: 1) Actual or perceived police misconduct (excessive force, rudeness, etc.); 2) Actual or perceived mistakes made by the police officer. (false arrest, civil rights violations, giving incorrect information or instruction, etc.) The police profession is one of never-ending details and constant change. Those officers who ignore the continual process of updating their knowledge of laws, rules, policies, and procedures, are prone to making mistakes; 3) Retaliation against an officer, regardless of whether the officer’s conduct was appropriate or not. A simple traffic ticket, one that is well deserved, can affect the normal, law-abiding citizen so adversely, that some will look for a means to strike back. People involved in neighborhood conflicts resent any decision by a responding officer that does not agree with their concerns; 4) A defense ploy, used by

some defendants awaiting a criminal trial. There have been cases where attorneys have told clients to make formal complaints against the arresting officer. The distorted logic is that they believe that documenting a truthful or contrived complaint of improper conduct by the arresting officer would somehow discredit the officer’s testimony, and lend credibility to the defendant’s testimony. One ambitious Seattle attorney once told the attorney for the prosecution that his client would drop a formal misconduct complaint against the arresting officer if the prosecutor would drop charges against his client. Is this not extortion?

Based upon my lengthy (and very active) career, I would say that number one and two of the factors mentioned above represent a very low percentage of complaint motivation. Number three and number four are by far the very high motivators.

While it is important to closely scrutinize and effectively deal with officer misconduct, it is equally important to realize that a large percentage of complaints against cops originate from persons suffering

varying degrees of mental health disabilities. I was once accused of fathering a woman’s unborn triplets, which ultimately turned out to be pillows tied around her waist to make her appear to be pregnant. Sensitivity to public scrutiny of internal investigations has resulted in an overreaction, causing those responsible for investigating complaints to give all the cases equal attention and credibility; no matter how frivolous or bizarre.

The subject of a Civilian Review Board is a matter for another article. Just keep in mind that there is a reason why the American Medical Association and the Washington Bar Association are not regulated by a citizen review board. If there is a process that is stacked against officers in such a way as to assume an officer is guilty until proven innocent, the level of work performance will drop dramatically. Remember, officers get paid the same for doing very little, as they would for aggressively performing their duties. If there is a perception that the public and the city government prefers passive law enforcement, that’s the kind of law enforcement they will get!

Former Cadets and City Employees

Are you not receiving your full City of Seattle Police Retirement Benefits?

Are you interested in finally settling this issue?

Contact Norm James and Ken Crow at:
SPDCADETS@yahoo.com

The Guild actively urges its members to write articles for publication in *The Guardian*. The newspaper cannot survive without membership contributions.

All articles submitted for publication will be accepted subject to editorial review and changes. The editor shall retain the decision to publish, not publish, or edit an article. The editor’s decision to publish or not publish an article can be appealed to the editorial board, which shall have final and binding decision making authority over the publication of the article. Articles appearing under an author’s by-line do not necessarily represent the opinion of the Seattle Police Officers’ Guild.

Gratitude

By Officer Steve Pomper, East Precinct

The subject of this article, gratitude, didn't hit me like most do, sparked by some specific incident. In fact, this topic came up during a few conversations I had with folks from the rank of officer to lieutenant over the past several months. Their contribution to my thought process while writing this piece was invaluable.

I've been thinking a lot about gratitude these days and how important it is on both the giving and receiving ends. I try to remind myself that even though I have goals yet to accomplish, I need to be grateful for what I already have. I thought about gratitude in all areas of my life, including work. Although I'm grateful for my job (on most days) and grateful for the excellent officers and supervisors I'm privileged to work with, it would be wrong—hell irresponsible—to pretend everything in the SPD is business as usual. I bring this up because I often wonder if city and department leaders would prefer we adopt this tack: Be a good little officer and just do what you're told—oh; and one more thing: like it!

What I, and many others are wondering is, where's the gratitude from the top? I'm not talking about some translucent praise received here and there if we happen to bump into one of our politicians or chieftains. I'm talking about gratitude as a policy. We should be able to actually observe a genuine appreciation for our efforts and sacrifices. This is especially true since we've been completing the department's mission despite the fact that over the past couple of decades Seattle's anti-cop political class has

let this community and their police department down—big time. Previous and current city leaders failed to properly plan for staffing the most important function of government. Who's paying for this incompetence, Seattle's citizens and its cops. (Seattleites need to be more cognizant of whom they elect to office—less blind political idealism and more intellectual realism would help.)

So instead of a focus on gratitude for the work cops do, we see a zombie-like devotion to the false-god CALEA (Commission for Accreditation for Law Enforcement Agencies.) You know; the adopted bureaucracy responsible for the ever-increasing flow of micro-managing, big brother-type technologies and edicts oozing down upon law enforcement officers from on high, with the possible tangential benefit of enhancing certain elite resumé's. I won't even mention being saddled with an embarrassingly—especially for a technology Mecca like Seattle—onerous report system. (Okay; so I mentioned it.) The other day in roll call after receiving the usual crucial information, you know: *1974 Datsun B-210, stolen out of Habersham County, Georgia—last seen headed in a northwesterly direction*, we received our CALEA compliance deficiency of the day, and then the massive force of twelve officers headed out into the East Precinct environs to smother crime.

Seems the East Precinct performed below average when compared with other precincts during a recent CALEA trunk audit. (For you non-cops reading this—no, I'm not joking;

a *trunk audit*. I'm guessing a few of our patrol cars were deficient their required wheel chocks or some other critical piece of equipment.) Since patrol cars aren't individually assigned, how in the world any single officer can be held responsible for what is or is not in any particular car at any particular time seems a mystery? But then again, I'm just a dumb street cop. Following our, I'm sure CALEA-compliant roll call, we officers launched into an impromptu "Back-Slapping" post roll call of our own. We congratulated the officers who, the previous day, had arrested a knife-wielding whacko, while some other officers had just received notification of AFIS hits on some pattern burglary suspects who had, in one case, assaulted the resident when he returned home, interrupting the crime. I don't put this entirely on the backs of our precinct commanders; among the folks I spoke with there was a consensus that at the precinct level they do the best they can. However, the consensus went further with the belief that commanders are too preoccupied with mandates from on high, CALEA (genuflect) and other department folly, to focus properly on their own precinct's general morale issues.

After years of dealing with anemic staffing, monumental structural and procedural changes in department policies and operations, we're consistently bombarded with what we haven't done right. For instance, how many good, new-to-camera, officers have been sucked into beefs because they innocently neglected, failed, or forgot, for whatever reason, to have their cameras rolling according to mandate? (Once again, our discretion

disappearing; the tool becomes the leash becomes the noose.) Ever wonder why *they* think in-car cameras are so great? It's because *they* don't believe us. Cameras are incredibly useful tools, if they were just that, tools to be used according to our discretion, within policy, just like our cars, radios, and weapons. How many more of us will be hammered by this policy ostensibly meant to "help" us? Oh, by the way, anyone know when the city and department upper echelons are getting their cameras installed in their workspaces? (On a side note, having just completed camera training, if cameras are so great for officers, why were we lied to, by whomever, about the way the in-car cameras collect and retain data?)

Bottom line: It's bad enough dealing with staffing deficiencies and policy changes, but when we're slogging within this political and technological quagmire expecting the least little gratitude from the top, but instead receiving yet one more missive about what's wrong with us, you can feel any residue of morale being sucked right out of the room. And if anyone's thinking our recent contract showed gratitude, forget about it. They fought us fairly, and unfairly (I don't think I have to remind anyone of "Black Tuesday; do I?), at every turn. I can't tell you I know what the city and department can do empirically to show gratitude to their understaffed, over-worked, and policy-shackled officers, detectives, sergeants, lieutenants, and captains. But being among this group I can say, directive after directive, directing us to comply with direction after direction, day after day, just ain't cuttin' it. Can I be anymore *direct* than that?

2008 Ken Saucier Scholarship Recipients



President Rich O'Neill with scholarship recipients Carolyn Nichols, Ashleigh Stuckey and Megan Caylor

On June 25, 2008, the Seattle Police Guild awarded the second annual Kenneth A. Saucier Memorial Scholarships to four deserving graduating seniors. The 2008 recipients were: Carolyn Nichols (daughter of Officer Matthew Nichols), Ashleigh Stuckey (daughter of Officer Kevin Stuckey), Megan Caylor (daughter of Lieutenant Gregg Caylor) and Alex Miller (son of Sergeant JD Miller). Each recipient received a scholarship in the amount of \$1000.00. During the presentation, President Rich O'Neill highlighted these fours students who exemplified academic excellence and outstanding community service. The SPOG Board of Directors wishes these four and all graduating seniors good luck in their future endeavors.

In 2004, Detective Everett Edwards started a partnership with the Seattle Supersonics. He incepted the first Police-Fire nights with the Sonics. Through the support of the Bacon Bowl, a raffle was held to raise scholarship funds in honor of outstanding Officer and Guild President Ken Saucier. Since then, Detective Edwards has single-handedly organized events and raffles to ensure the perpetuity of the Saucier Memorial Scholarship. To date, over \$9,000 has been raised. With the Supersonics status in limbo, we hope to continue the legacy of the Ken Saucier Memorial Scholarship by awarding students that exhibit his like qualities of vision, leadership and passion for serving their community and just plain, *"Doing Good."*

To make contributions to the Kenneth A. Saucier Memorial Scholarship, please make checks out to "SPOG" with "scholarship" in the memo line to the SPOG Office.

Officer of the Month

By Detective Christopher Hall, False Alarm Unit

The SPOG Officers of the Month for June 2008 are Officers Laury Pendergrass, Shannon Burt, Wade Murray and Ben Archer of the East Precinct, as nominated by Sergeant Seth Dietrich for their response to a mental complaint with a weapon.

On April 13th Officers Pendergrass and Burt responded to a call of a woman having a manic episode. As they arrived, radio updated that the woman had threatened to stab herself with a pair of scissors, but had dropped them and fled the fifth floor apartment. Officers Pendergrass and Burt checked the apartment and after making certain the remaining occupants were safe and the woman had in fact fled, began searching the building. As the officers worked their way down a stairwell, they could hear the woman screaming. Eventually, after some difficulty they located the woman in a narrow alleyway on the north side of the building. She was screaming that she was going to shoot herself or the officers. Officers Pendergrass and Burt noticed that the alley was secured at the street end by a locked gate, and the woman was unable to get out. The alley was made even narrower by the presence of several recycling bins and trashcans along the north side of the alley. Officers Pendergrass and Burt took cover and requested additional units. While waiting for backup officers, the woman picked up a bottle from a recycling bin she had knocked over, broke the bottle and cut herself on her left forearm. Then, she threw the bottle at Officer Burt, who was able to avoid being struck. At one point, she tried to flee out the locked gate, but could not. It was during this time that Officer Pendergrass realized the woman was not armed. She holstered her sidearm and drew her Taser, while Officer Burt provided lethal cover. Officer Murray and Officer Archer were among the officers that responded. When they met up with Officers Pendergrass and Burt the decision was made to form a contact team. Officer Pendergrass was point with the Taser and Officer Burt was lethal cover. Officer Murray provided a backup Taser and Officer Archer was an additional lethal cover. They made the decision to subdue her based on the woman’s actions and because they were concerned that she might try to injure herself further. The officers moved forward as a team,

with Officer Pendergrass issuing commands to the woman to lie down on the ground, on her stomach. After several commands, and receiving no cooperation from the woman, Officer Pendergrass used her Taser to subdue the woman. The Taser’s effect was marginal, but it was enough to gain some level of compliance. Officer Murray than come forward and took over as the Taser officer and Officer Pendergrass was able to disengage. The woman was taken into custody and escorted through the building to the street to be treated by SFD. While walking through the building she tried to smash her head into a glass panel in one of the doors. Once outside, while seated on the curb, this woman spit on Officer Murray. When SFD responded, the woman tried to head but one of the firefighters.

Sergeant Dietrich noted, “This is a testament to these officers professionalism that they were able to resolve this incident without resorting to lethal force.”

As Officers of the Month, Officers Pendergrass, Burt, Murray and Archer have selected the Help the Officer Fund as the recipient of the \$250.00 SMCU donation.

Also nominated this month:

Officer Gil Bernal nominated officers Steven Kim and John Evenson of the North Precinct for their efforts in arresting a total of six burglary suspects from two separate incidents in one week. Officer Bernal noted in his nomination that, “The six burglary suspects had been very active in the Ballard area and had generated numerous burglary reports. The officers obtained confessions from all of the suspects, recovered hundreds of dollars worth of stolen property, and recovered various stolen credit cards and passports.”

Sergeant Tom Mahaffey nominated detectives Troy Swanson and Dave Clement for their investigation over several months where the main suspect was supporting a lavish lifestyle solely through the growing of marijuana at rental homes located in residential areas of Seattle. In the end, their efforts resulted in the seizure over a million dollars of marijuana, cash, and vehicles and five handguns.



Thank You to Seattle Metropolitan Credit Union for their generous donation of \$250 to the Help the Officer Fund in the name of Officers of the Month, Officer Laury Pendergrass, Officer Shannon Burt, Officer Wade Murray and Officer Ben Archer. Your contribution is greatly appreciated!

History Corner

By The Guardian Staff

This is the President’s Message by then President Dick Rovig, and is taken from the May, 1982 “Guardian”.

Three means of communication: telephone; telegraph; tell a police officer. Of the three, the third is by far the least efficient and the most frustrating.

Some time ago, as editor of this publication, I remarked upon this sad state of affairs, that is, the rumor mill. At that time I commented upon the anomaly that we, as police officers, must deal first and foremost with facts in the day to day performance of our job. At the same time some of us will run willy-nilly with, and believe any unsubstantiated rumor involving our fellow officers or any other tidbit in respect to the Department.

This is no less true than the reaction following recent unfortunate events involving individual officers. Being privy to what actually happened—I am not going to elaborate here, for obvious reasons—I am appalled at how the facts of an event are embellished when the story is transmitted from officer to officer.

We are enraged when such events are chronicled in the daily newspapers. Why, they wouldn’t print that if it happened to a person at Boeing. Why us?

Well, one reason is we live in a fishbowl. There is a pressroom on the fourth floor. Much of what we do is public record. We, unfortunately, are news. Finally, we make it easy for the media to gather information. We talk, they listen.

In an attempt to ascertain how such information in regard to discipline, in house investigations, etc. winds it’s way to the media, I have found for the most part it comes from cops talking too much. As best as I can tell, the Department does not go running to the press yelling, “Stop the presses!” when one of our officers is disciplined or being investigated. At the same time, because of public disclosure laws, it must respond truthfully and openly when queried.

So, how do the August members of the media find out? They listen.

What they are hearing however, is not what actually happened but some cockamamie retelling of an event which has been transmitted from mouth to ear maybe twenty times. Of course, by that time, the event has grown so out of proportion the interest of the fourth estate has to be piqued.

Unlike many of us in this regard, the media follows up to see if there is substantiation. Then it will print or report upon its version of the story which of course will be sensationalized to merit its reporting in the first place.

There is no implication here we make it a point to tell a reporter when something occurs. However, as locker room gossip spreads like a cancer, eventually someone on the outside is bound to hear. The cat is out of the bag and we are in the newspapers, sometimes on the front page.

As members of the rank and file it is not our duty to report to the press. I darsay it is our obligation to protect the reputation and peace of mind of our fellow officers at all costs. I have seen what public notoriety has done to officers and their families and it is devastating, even if that officer is eventually cleared.

I have attempted to track down the source of the unsubstantiated and overblown rumors. I can tell you it is Herculean and often fruitless task.

Consequently, I am imploring you to not repeat the “Juicy” bits of gossip one hears from day to day. Attempt to find out the truth just as though it were an investigation. 70 percent of the time what we hear is not true and the other 30 percent is so blown out of proportion it becomes untruthful also.

Put yourself in the other person’s place. You know what happened. Would you want the event in which you were involved to grow to monstrous proportions just by the word of mouth of your fellow officers?

I don’t think so.

All *Guardian* submissions are due by July 15, 2008 to **spogguardian@yahoo.com**

Retired News

By Mike Germann

New Retirement

There’s only one new LEOFF I retirement from the Seattle Police Department to report this month, but it’s a huge one:

Roger J. Dixon, #5547, Seattle Police Patrol Sergeant, retired for service on July 2, 2008. He’s also the outgoing Vice President of the Seattle Police Officers’ Guild, a past Guild Director, and was very much a key player in recent successful labor contract negotiations that are going to handsomely compensate those pre-LEOFF and LEOFF I retired officers and widows, WHO ARE LAWFULLY ENTITLED. THE BEST EVER! Additionally, Roger is the commanding officer of the Seattle Police Honor Guard whose members attend funeral services, as requested, to do honors for those passed on. The annual Retired Officers’ Banquet and presentation of the colors at various ceremonies are also attended to by the Honor Guard, all of which is done off-duty on the Honor Guard members’ own time. I can’t begin to tell you how much this means to all of our police officers and their families. Roger Dixon’s police career spans some 34+ years. From June 21, 1974 to April 25, 1990, he was a sworn LEOFF I deputy with the San Juan County Sheriff’s Office. From April 25, 1990 until July 1, 2008, he was a Seattle Police Patrol Officer, promoted to Sergeant on January 5, 1997. Along the way, he became a skilled hostage negotiator and for over a year, he was an acting lieutenant/watch commander, 3rd watch, North Precinct.

Truly, this man – Roger Dixon – is a legend in his own time. Upon retirement, Roger and his wife Mary and family are relocating to the island of Maui, Hawaii. Be sure to say “hi” if you’re in the area.

And, here’s Roger in his own words:

The year was 1962, debut of the Seattle World’s Fair. I vividly remember taking in all the spectacular sights of the huge event. The Pacific Northwest had never seen anything like it before. But the lasting impressions I had, not necessarily of cotton candy and kid rides, was of two SPD beat cops strolling the grounds. I watched them intently and was fascinated as they worked through the throngs of fair goers.

Saying that was the moment I wanted to be a police officer would be a stretch, but it gives you a sense of the esteem I felt then for the profession, a feeling that would remain with me for decades to come. I have been very fortunate throughout my career to have worked with, and been associated with, so many outstanding officers. The friendship they offered, the sense of camaraderie we enjoyed, and their willingness to stand in harms way for my protection will always be remembered.

An old fashion retirement party honoring Roger was held on June 27, 2008 at the Nile Golf and Country Club before a large crowd of well wishers attired in Hawaiian shirts. It was just great.

Retired Seattle Police Officers’ Association News
MINUTES OF THE MONTHLY MEETING JUNE 11, 2008
President Taylor called the meeting to order at noon in the dining room of the Four Seas Restaurant at 8th So and King street, June 11, 2008

Phil Forsell led the Pledge of Allegiance and Taylor asked everyone to remain standing and give a moment of silence for the recent passing of Archie Porter and Jack Napolitano.

Roll call of Officers showed everyone present except Pat Munter who was excused. The minutes of the May meeting have been distributed and Rovig made the Motion to accept the minutes as written, seconded by Ed Turner and passed.

Nick Bulpin gave the financial report and Ted Fonis moved the report be submitted for audit. President Taylor welcomed Ted back from a recent illness, and also acknowledged the presence of Wayne Larkin and Mary Stowe.

Tom Grabicki stated the election of Pension board officers will be June 25th and urged everyone to vote. Returning board members unopposed are Dave Grayson and Dan Oliver

President Taylor gave an update on the State Medical Benefits Study. He stated the State wants to create a statewide medical board. The State also wants to use LEOFF money to assist small cities and counties with their medical obligations. Taylor asked if anyone understood the recent LEOFF Coalition annual report. The report was issued by Coalition president Monize without the approval of the Coalition Board, and Taylor is concerned about the snub of RSPOA who have been the primary contributors to the Coalition. Howard Monta stood and thanked Taylor for all his efforts.

President Taylor reported the RSPOA by-laws are under review and requests for political issues are a concern. At this time RSPOA is prohibited from any political endorsements.

John Guich reminded everyone of the RAP picnic at the range August 21st starting at 10:30 with lunch provided about 1:00 by Mrs. Susan Magan.

President Taylor reported there will be a retirement party at the Nile for Roger Dixon Friday June 27th. Doors open at 6:00

There being no further business, Dick Rovig moved for adjournment and 60 people enjoyed another great lunch.

Nick Bulpin, Secretary Treasurer

Pension Money Matters (the check’s not quite in the mail yet) (trust me, I’m from the Seattle Police Pension Office)
The voting active members of the Seattle Police Officers’ Guild have overwhelmingly voted to accept and ratify the City of Seattle’s contract proposal to the Seattle Police Officers’ Guild covering the contract years 2007, 2008, 2009 and 2010. SEE THIS MONTH’S MAIN ARTICLES!
Now comes the laborious process of drafting and passing of a city ordinance which is the legal authority to pay the salaries and pension benefits for those so entitled. In the Police Pension Office alone, the increased pension escalator benefits will likely affect:

- o about 500 retired Seattle Police Officers
- o about 50 lawful beneficiaries (widows) of retired Seattle Police Officers.

THIS IS A TREMENDOUS JOB that will take months to sort out. Your Seattle Police Pension Office needs to go back to 2006 with each retiree and recalculate their pension entitlement to date. Even those passed on and no longer with us need to be paid out (if there is a lawful beneficiary).

At present, the Seattle Police Pension Office anticipates paying all its pensioners of the Seattle Police Relief and Pension Fund, so entitled, everything we calculate we owe you on the pension pay date of October 31, 2008. Each pensioner is different from the next and each account has to be individually calculated, checked, re-checked and audited. This takes time, a lot of time. By the end

of 2008, the gross total estimated pension pay-out for the two year period of 2007 and 2008 is going to be about \$10,257,000 and spare change.
THIS GUILD CONTRACT AND THE RETRO PAY-OUT OF PENSION INCREASES WILL BE THE LARGEST EVER IN THE ENTIRE HISTORY OF THE SEATTLE POLICE DEPARTMENT AND THE SEATTLE POLICE RELIEF AND PENSION FUND.

So, right now we are not encouraging calls and e-mails to the Seattle Police Pension Office about your individual pension entitlement. We’ll let you know when it’s okay to call us about your pension account (not the account of somebody else).

Any questions about the process, the calculations, why does it take so long to pay, etc., may be directed to:

Mike Germann
Executive Secretary
Seattle Police Pension Office
Tel: (206) 386-1289
E-mail: michael.germann@seattle.gov

Give the other Police Pension Office staff a break. They’re real busy right now and will be for months to come. Remember, it’s your pension retro money they are calculating for all of those so entitled.

R.A.P. Club Summer Picnic, Barbecue and Bocce Ball Tournament

PLEASE MARK THIS DATE ON YOUR CALENDAR:
August 21, 2008 - Thursday

The annual R.A.P. Club summer picnic, barbecue and Bocce Ball Tournament is set. This event takes place at the Seattle Police Range/Athletic Association Picnic Shelter, starting about 10:00 a.m. or so. Be sure to bring something to nibble on and share with others before the barbecue, which is generally about 1:15 p.m. or thereabouts. The food will be terrific!

Also, please bring something for the “white elephant” raffle that afternoon and \$\$\$ for raffle tickets. This event is always a highlight of the summer season.

B.Y.O.B. Other libation supplied.

Call John Guich at (206) 546-1425 or Bert Richards at (425) 228-6373 for further information.

Many police widows are known to show up for this event. Don’t miss this one!

Police Pension Board Member Elected Trustee Election Results

As published, the Seattle Police Department conducted an election for two member elected trustees of the Seattle Police Pension Board on June 25, 2008.

While the exact numbers are not known at the time this article is written, the outcome is not in doubt:

- o Dave Grayson was re-elected for his sixth consecutive 3 year term of office from July 1, 2008 through June 30, 2011;
- o Dan Oliver was elected to fill the unexpired term of office from November 14, 2007 through June 30, 2010.

Both candidates were unopposed for election/reelection to their respective positions. CONGRATULATIONS to Dave and Dan on their election to their respective positions on the Seattle Police Pension Board.

July 2008 Retirees’ Birthdays

[Ed. Note: The numbers in parenthesis indicate the retiree’s July birth date]

Frederick M. **Aesquivel** (19), Frankie Reye **Alexander** (1), Gene R. **Anderson** (17), Albert F. **Baird** (27), Stephen R. **Bender** (13), Eileen **Bergstrom** (26), William M. **Biggar** (16), Melvin S. **Bissegger** (30), Donald J. **Blackwood** (22), Colleen D. **Boyer** (31), John W. **Boyer, Jr** (25), Donna Mae **Brazel** (10), Martha L. **Brower** (9), Ruth **Bugge** (22), Gayle C. **Burrell** (30), Roy N. **Burt** (5), Donald A. **Carroll** (2), Kennedy C. **Conder** (26), Dwaine T. **Coverson** (31), Lenore **Curtis** (2), Toby G. **Delgado** (28), Douglas M. **Dills** (3), Caisa I. **Dragland** (3), Raymond J. **Farley** (8), Laurence F. **Farrar** (13), Robert E. **Fitch** (23), Gary M. **Flynn** (16), Norma **Foley** (9), Theodore R. **Fonis** (23), Kenneth R. **Frandsen** (31), Shirley **Frombach** (28), Elton I. **George** (2), Dale E. **Gibbons** (16), Valerie **Gilberts** (8), Colleen P. **Gillespie** (15), George W. L. **Gough** (27), David S. **Green** (7), Wallace E. **Gripp** (20), Howard T. **Hadfield** (8), Helen E. **Hansen-Holmes** (7), Rodney T. **Hardin** (10), Lawrence C. **Harvey** (15), Helen H. **Hendrickson** (28), Richard L. **Ingertila** (9), Paul L. **Jasperson** (27), Gearldine **Jones** (1), Leonard L. **Jones** (30), Frederick W. **Kilmer** (29), Robert R. **Kirkbride** (18), Wanda **Kirschner** (21), Paul H. **Knapp** (8), Jan P. **Krachunis** (1), Nancy **Kretchmar** (22), Patricia A. **Lamphere** (30), Judy L. **Lapthorne-Roehr** (19), Robert J. **Lee** (6), George P. **Levasseur** (21), Haroldene **Lichty** (11), Patricia **Long** (24), Raymond D. **Loso** (13), Edwin L. **Marcus Iii** (25), Robert M. **Martinson** (19), Eva A. **McKay** (28), Melvin H. **McKenzie** (4), Jack N. **Moore** (8), James W. **Moore** (23), Michael H. **Murray** (29), Robert M. **Neal** (6), Robert C. **Nelson** (23), Joseph T. **Nicholas** (29), Charlotte **Noble** (16), Jacqueline **Noble** (12), Harvey D. **Olson** (10), Karen M. **Olson** (2), Gerald E. **Pluth** (15), Delmus L. **Punton** (15), Delores B. **Reed** (9), Gary L. **Reynolds** (15), William R. **Rhodes** (11), Glenn A. **Rouse** (8), Gerald M. **Sampont** (3), Barbara **Schoener** (11), Stanley R. **Schumacher** (31), William E. **Shears** (7), Mark C. **Sigfrinius** (2), Roy C. **Skagen** (18), Felix G. **Solis** (17), Martin O. **Spotanske** (17), Ronald W. **Steimel** (12), Gerald E. **Taylor** (1), Robert G. **Vegas** (14), Frank J. **Vick** (28), Milo C. **Walker** (12), Roy B. **Wedlund** (31), Irene **Youngquist** (29), Angela **Yumul-Tannas** (30).



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Last Ring



Archie J. Porter, #1359, retired Seattle Police Sergeant, passed away at his home in Wenatchee on June 3, 2008. He was 85 years of age upon his death.

Archie Porter was born on July 24, 1922. He was appointed a “Patrolman” of the Seattle Police Department on March 31, 1952. Archie, upon his promotion to sergeant, was assigned to the Intelligence Unit for many years during the time of civil unrest in the City of Seattle. Sergeant Porter retired from the Seattle Police Department on January 1, 1976, following 23 years and 9 months of police service.

No funeral service was planned in accordance with Archie’s wishes.

Archie Porter is survived by his wife of 55 years, Carolyn.



Jack J. Napolitano, #5234, retired Seattle Police Patrol Officer, passed away on June 3, 2008 while hospitalized in Everett, Washington. He was 61 years of age upon his death.

Jack Napolitano was born on March 18, 1947. He had prior service with the Lynnwood, Washington Police Department and transferred laterally as a LEOFF II sworn member to the Seattle Police Department on February 24, 1988. He was a North Precinct patrol officer, assigned to C.P.T. and retired from police service on July 15, 2005.

Comments regarding Jack Napolitano were received by the Police Pension Office, as follows: “Officer Napolitano was also a decorated Army Vietnam War veteran. He was a terrific guy, who loved to collect sports memorabilia and fine wines. Great sense of humor, and very kind, a darned good and reliable street cop.”

A memorial service for Jack Napolitano was held on June 9, 2008 at the Adventure Church in Everett, Washington. The Seattle Police Honor Guard was present and paid their respects to Jack.



-

and –

Katherine Thomas, age 93, wife of retired Seattle Police Detective Sergeant Kenneth W. Thomas, who was 95 years old on June 11, 2008, passed away on Kenny’s birthday. Kenny and Katherine had been married for 74 years. There were no services at Katherine’s request.



An Important Note:

Dave and Jan Hart’s Memorial Service

Several months ago, the Police Pension Office said we would notify all of you when we knew about the final arrangements for Dave and Jan Hart. Read on:

Because of the many years Dave and Jan lived in the Seattle area, Dave and Bonnie and Bob thought it would be nice to give their extended family and friends the opportunity of paying their last respects to their parents.

Dave and Bonnie will fly out from West Virginia with their parent’s Urns to have them interned at Sunset Hills where many of the Hart family are resting in eternal peace. At 12:30 p.m. on Saturday the 26th of July, the services will be held. The address is 1215 145th Place SE in Bellevue.

At 2:00 p.m., after the grave site ceremony, there will be a reception and memorial comments at the Embassy Suites in Bellevue/Eastgate. The address is 3225 158th Ave SE, Bellevue. Dave, Bonnie, DJ and Josh will have rooms there until they leave on Sunday.

In order to know how much food the Embassy needs to prepare, please inform me if you plan to attend. It would be helpful if you can get this info to me as soon as you can.

Thank you.

Don Hart
e-mail: dondaiseygolf@comcast.net
(206) 439-9420
11021 A Glen Acres Dr S
Seattle, WA 98168

PS: If you know of someone else who may want to attend, please contact them and then let me know so I can add their names to the list.

Finally, in memory of those who have given so much for the rest of us:

HAPPY INDEPENDENCE DAY!



Important Date
SPOG Membership Meeting
Wednesday, July 29th
at 2000 hours
Complimentary Dinner All Members Welcome

Editor's Notes

By Detective Ron Smith, Editor



Welcome to the new 16-page edition of *The Guardian*! As mentioned in a past edition, *The Guardian* will now be a permanent 16-page publication, rather than the standard 12-page issue you are used too. In the past couple of years we produced several special 16-page editions, which I was very pleased with. I first floated the idea of expanding *The Guardian* last winter, after experiencing month after month of having to hold articles over due to volume. Sorry Nick, Raleigh, Wayne and Jerry S. to name a few. So with the change, we now we have more room for your opinions, humor, matters of interest, cartoons, ads and whatever else we come up with. Keep in mind you can post a reasonably priced classified ad to shed some of your arsenal, get rid of your SUV to please the Megalomaniac Mayor, sell a scooter or rent a house. In any event, you know who the regular contributors are to *The Guardian*, why don't you be one of the first new voices to grace the new 16-page edition in the near future. *The Guardian* is the voice of your Guild; stand up and be heard!

No words can help to ease the pain our brother Adam Thorp and his family have gone through with the tragic and untimely passing of his son Christopher. Without fail, the SPD compassion machine kicked into full force, directed by the rock steady leadership of Assistant Chief Nick Metz. What I hope Adam knew prior to this tragedy is that he and his family didn't walk alone as members of SPD family. If for some reason he didn't feel that vibe, he now knows full well that none of us SHALL EVER WALK ALONE while wearing the SPD French blue, and in the days beyond in retirement. I will put it this way, in a phrase akin to a Marine Corps staple, once SPD, always SPD! To quote a highly respected veteran of SPD "We can be a dysfunctional family at times, but when we need each other, despite rank, we come together."

For most of you, the frustration has settled in again. We voted to accept the City's contract offer by an overwhelming margin back in April, yet we sit here approaching July waiting for our take home pay to change. Be of good cheer, the contract has been bouncing around the various committees of the City Council, and at the time of this writing, is on track for a full council vote. Hopefully by the time you get this paper in your hands, the council will have approved the package and sent it to the Mayor for his signature. From there, a very busy lady named Wendy Sommers can begin to plug in the new numbers so the raises can show up in our checks sometime in July. As they say, the wheels of justice move slowly. Yes I said justice, because WE deserve a substantial pay raise.

Until next month, be safe out there! Feel free to contact me with your comments and suggestions at spogguardian@yahoo.com. "Grief drives men into habits of serious reflection, sharpens the understanding, and softens the heart."- John Adams.

Calendar of Events

- Fourth of July, SPOG Office Closed**
Friday, July 4th
- Seattle Police Relief Association board meeting at the SPRAG Office**
Wednesday, July 9th at 1300 hours
- Seattle Police Officers Guild general membership meeting at the SPOG Office**
Wednesday, July 30th at 2000 hours

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Happy Retirement Roger!!!!



This picture was taken from the April 1994 *Guardian*, and is of Frank Kampsen and Roger Dixon, SPD Honor Guard, with a Congresswoman from Maryland.



This picture was taken from the May 1994 *Guardian* and is Roger Dixon's Post BLEA class after he transferred to SPD from Island County. From left to right in the front row are: Roger Dixon, Fred Villaflor and Kevin O'Neill. From left to right in the back row are: M.P. Haakensen, Bobby Sabay and Bud Apel.

Roger Dixon dedicated over thirty years to law enforcement. His leadership with SPD and SPOG will be greatly missed. We wish him a happy retirement on the shores of Maui. Aloha!!

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